

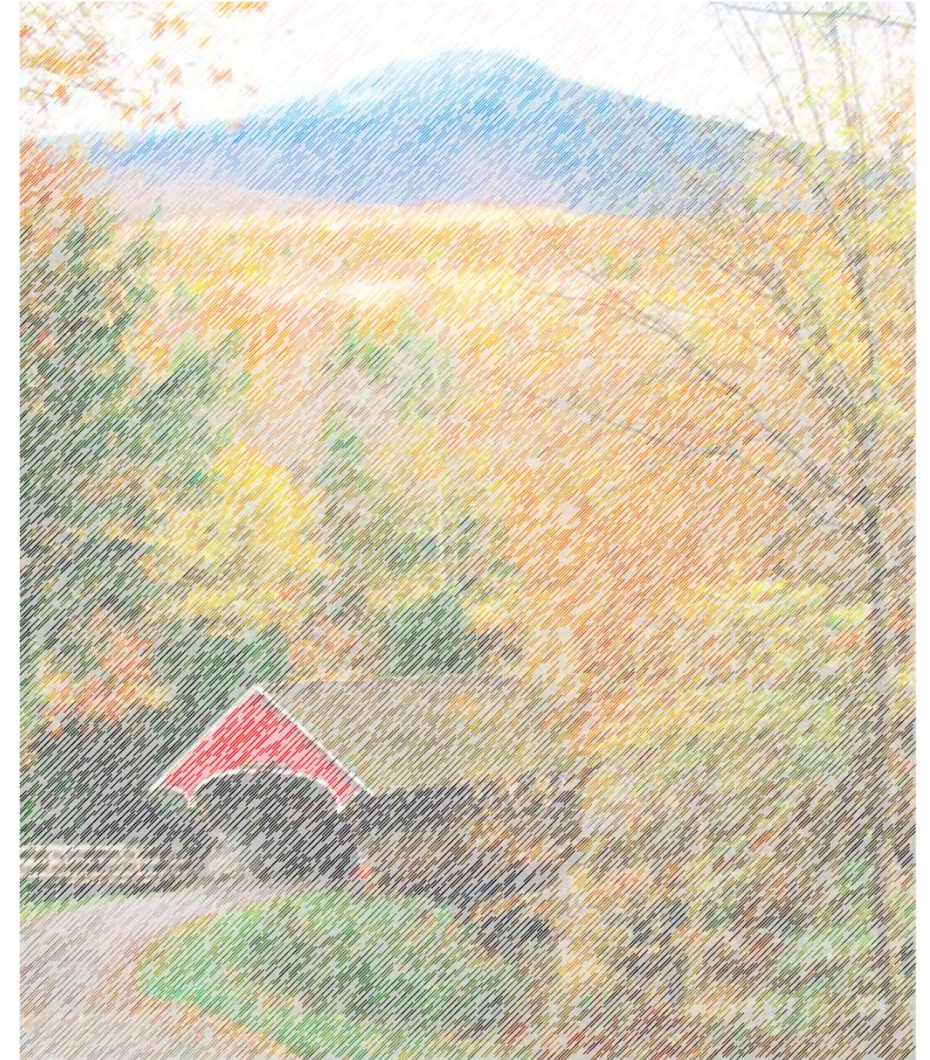
New Hampshire EE Workforce Development



March 16, 2020



1. Key Workforce Development Issues
2. Stakeholder Feedback
3. Strawman Pillars of WFD in next 3YP



1. To achieve ambitious energy efficiency goals in the next 3YP, particularly in the face of declining lighting savings, a broader and deeper workforce is critical
2. In the current triennium, NHSaves has committed to various training and educational programs however there is no coordinated statewide workforce development strategy.
3. To justify the use of EE dollars for workforce development, a coordinated plan should include measurable success metrics and KPI's
4. A coordinated workforce development strategy should distinguish between long term (K-8), medium term (9-12 and community college), and short term (technical training) strategies

5. A coordinated workforce development strategy should distinguish between capacity building and technical training:
 - ☐ Capacity building refers to engaging new contractors, encouraging growth in underserved areas, and expanding the skill sets / work areas of existing contractors.
 - ☐ Technical training focuses on improving work quality, best practices for energy efficiency, sales training, certification programs, etc.
6. Regional differences are stark and present unique challenges. EE programs in surrounding states creates competition for NH workforce
7. Dedicated resources are needed to effectively implement a coordinated workforce development strategy in the next triennium

1. Work-based learning is important to developing the technical skills needed for a skilled workforce. Apprenticeship NH is a current program that could be expanded to include energy efficiency related career paths.
2. Engaging K-12 students in energy and highlighting EE as a career path is a key longer term investment in workforce. “Awareness Building”
3. Deep knowledge of building science principles is lacking in our industry. Training should include building science as a core part of the curricula
4. Training in the C&I sector should be focused on the needs of the workforce. The most effective way to identify these needs is to poll NH Saves contractors

5. EE Policy around program continuity, payment rates, and processes (i.e. B/C screening, paperwork, eligibility, etc.) has an impact on workforce. “If NHSaves takes care of the contractors, the contractors will take care of NHSaves”.
6. North Country suffers from a pronounced lack of contractors. Building this capacity is a unique challenge in this region. Difficulty getting contractors to cross over from other states
7. Not all contractors want to grow. There is a mix of aging workforce happy with the status quo and younger more ambitious companies. The programs should be capable of supporting either end of this spectrum
8. Best practice in other states is to more formally assess the needs of workforce before developing and implementing a strategy. Ready. Aim. Fire.



NEW HAMPSHIRE EE WORKFORCE DEVELOPMENT

← Dedicated Resources to Implement



Building Awareness



EE Policy



Capacity Building



Training & Education



Work based learning

